MANUAL OF RULES AND OFFICERS

OF THE

CHRISTIAN AND MISSIONARY ALLIANCE

DEPARTMENT OF MISSIONARIES AND CANDIDATES

Rev. A. E. FUNK, Superintendent
690 Eighth Avenue, New York

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CHRISTIAN AND MISSIONARY ALLIANCE.

Department of Missionaries and Candidates.

A. E. FUNK, SUPERINTENDENT,

690 EIGHTH AVENUE, NEW YORK.

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CHRISTIAN AND MISSIONARY ALLIANCE.

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MISSIONARIES.

The workers whom the Christian and Missionary Alliance sends forth shall include persons of both sexes—lay, as well as clerical—without regard to their denominational preferences; the qualifications specially kept in view shall be entire consecration and practical adaptation to the various forms of missionary work.

RESOURCES AND MEANS OF SUPPORT.

1. The Christian and Missionary Alliance will require in all its laborers a spirit of absolute reliance upon God alone for support, guaranteeing no fixed salary to any missionary after

reaching his or her field, but providing them such moderate allowances for their actual expenses and needs as the funds provided from the voluntary gifts of God's people shall enable us to supply from time to time.

While candidates, therefore, when approved, may be assisted in their outfits for the voyage, may have their passage money paid for them, and may be supported in whole or in part by the funds of the Mission, their faith must be in God, their expectation from Him. The funds might fail, or the Mission might cease to exist; but if they put their trust in Him, He will never fail nor disappoint them.

2. In looking for means to prosecute its work, the Alliance will depend entirely upon the promises and faithfulness of God, through the voluntary gifts of His people, as He may dispose them to contribute. In addition to publishing reports of the work of the Alliance from time to time, well-matured plans for extending the work through the formation of local auxiliaries and bands will be inaugurated, and such other Scriptural methods as may be found practicable.

METHODS OF WORK.

1. Church Government.

As the Mission is undenominational, when a missionary is located in charge of a station, and by the blessing of God converts are gathered, he is at liberty to adopt that form of church government which he believes to be most Scriptural. But a church having been organized, the form of church government must not be changed. Those succeeding to the charge of a station previously occupied must continue that form of organization instituted by their predecessors, until such change shall have been approved by the Superintendent or Committee on the field and Board.

One object of the Mission being to establish self-supporting and self-extending churches, all missionaries must ever keep this end in view. Converts must be stimulated and encouraged in the study of the Word of God; suitable opportunities should be afforded them for the manifestation of spiritual gifts; and they should be encouraged to help pecuniarily, according to their ability, in the work of God. Native assistants, especially, should be afforded all pos-

sible help and encouragement; as they become able they should be allowed to bear responsibility, and the element of foreign teaching, pastoral care and supervision be gradually withdrawn.

2. Arrangement, training and location of missionaries.

The missionaries arriving upon the field, shall be received by the Superintendent or Committee, who shall give direction to their work.

Candidates who have been accepted and sent out, will, during the first two years of their residence, be considered as junior missionaries, and will be expected to pursue a definite course of study and to pass periodical examinations in the language during the first two years. At the end of the two years, should they have been approved, they will be recognized as senior missionaries.

But should they have proved unstable, or unable to cope with the difficulties of the language, to bear the climate, to harmonize with their brethren, to adapt themselves to the natives, or have otherwise shown themselves unsuitable, the Superintendent or Committee and Board will either prolong the probation or will

make the best arrangements in their power to faeilitate their retiring.

Junior missionaries, as a rule, will be plaeed with the senior missionaries in charge of stations, with whom they will reside, and whom they will assist in the work as far as they ean. Should the views of any junior missionary differ from those of the missionary in charge, he is not to attempt to unsettle the minds of the eonverts and native helpers. If the differenee of view be such as to prevent happy fellowship, the Superintendent or Committee in the field will, when requested, endeavor to arrange for his residenee at some other station as soon as eireumstanees permit.

Every one joining the Mission is aecepted on the understanding that he will give his whole time and strength to the work of the Mission. The usual term of serviee in the field, between furloughs home, will be seven years, exeept where elimate or other difficulties demand a shorter period, in whieh case the Superintendent or Committee shall deeide the time of return. When at home on furlough he will be under the direetion of the Board.

3. Consent of Missionaries.

Missionaries will never be appointed to permanent spheres of labor without their cordial concurrence. When such spheres are accepted, the missionaries will be expected to proceed to their destinations without unnecessary delay, and to remain at their posts, unless circumstances of great emergency compel them to leave. Should they not feel happy in their work they must inform the Superintendent or Committee, and even though the cause be irremediable, they must still be prepared to remain for six months, or even longer, if necessary, in every distant station, till suitable arrangements can be made for carrying on the work without them. Patient perseverance is needed; it should be borne in mind that difficulties are to be expected in every work; the want of immediately apparent results is no ground for abandoning a work begun for God.

In every case, except the unexpected occurrence of alarming illness requiring immediate removal, at least six months' notice must be given, if required, by missionaries before leaving their work. Should illness necessitate leaving the district, the sanction of the Superintendent or Committee should be obtained;

and if it be needful to leave the country a medical certificate should also be procured.

4. Expenditure and Reports.

The Superintendent or Committee in the field is responsible for the disbursements of funds remitted to, or received by him for preparing the accounts for audit, and for transmitting the same to the Home Department, that the abstract thereof may be published simultaneously with that of the home accounts.

Superintendents or Committees are answerable to the Board for the expenditure of mission money entrusted to them for the purposes of the work in their respective districts, and for preparing and forwarding quarterly accounts.

Each missionary in charge of a station or district is answerable to his Superintendent or Committee for all disbursements or mission monies entrusted to him, and for the preparation of quarterly accounts to be forwarded to the Superintendent or Committee for his approval and subsequent transmission.

Missionaries engaged in specific work, as hospital, school and colportage, are answerable for forwarding their accounts of such work direct

to the Superintendent or Committee for transmission.

5. Retirement and dismissal.

A missionary desiring to resign his connection with the Mission must give six months' notice to the Superintendent or Committee, who will take whatever steps may be necessary in the case.

Anyone leaving the Mission before the end of the second year of residence in the field, will be required to refund in full any sums expended towards his or her outfit or passage money; if during the third year, three-quarters of the amount; if during the fourth year, half; if during the fifth year, one-quarter. In all cases where the Board is satisfied that the retirement has been really necessary from failure of health, no refund will be required. In the case of any missionary during the first five years leaving the Mission for marriage, for salaried employment, or for the purposes of trade, the support of such probationer or missionary from the time of his arrival in the field shall be added to the outfit and passage money above mentioned, and be repayable in like amounts in the same ratio.

Anyone leaving the Mission will be required to transfer all Mission monies or property in their charge into the hands of the person appointed to receive them.

Should any occasion of sufficient gravity arise, the Superintendent or Committee shall have the power, as indicated in the agreement, of suspending or removing any member of the Mission, in which case he would, of course, act with all possible consideration and subject to the ratification of the Board.

6. Mission premises.

The Board cannot be responsible for any expenditure not authorized by it, nor for any outlay of personal funds on mission property.

For the effective carrying on of localized mission work, mission premises are, of course, required; and these are usually obtained by deeds of rental, mortgage, or purchase. It may, in some cases, be needful to secure sites and to erect premises. The funds required for such purposes may be supplied in whole or in part from the special funds of the Mission; the missionaries may, if they wish it, use their own money or contributions from their friends for securing, improving or building such premises.

It is, however, clearly to be understood that all such premises, however secured or improved, are to be considered mission premises; that is, the Mission, and not the individual missionary, is to be considered the tenant, mortgagee or owner, as the case may be; the funds so used being considered as donations to the Mission.

Where new premises are to be erected, or extensive alterations involving change in external appearance made in those already existing, whether with private or mission funds, the plans and character of the proposed building or alterations are first to be submitted to the Superintendent or Committee for approval before such work is commenced.

7. Native helpers may, at the instance of the missionary in charge, and after confirmation by the Superintendent or Committee, be placed on the Mission list, when they will thenceforth be supported by the Mission funds. The employment of any native helper, even though proposed to be supported by a missionary at his own expense, must be first approved by the missionary in charge and the Superintendent or Committee. All native helpers should be considerately dealt with, and should not be lightly

dismissed or summarily treated. If any offence requiring it have been committed by one of them, definite church action must be taken; or, should any such action not be requisite, the difficulty must be referred to the Superintendent or Committee, who may personally, or by deputy, investigate the matter if sufficiently grave; but if the difficulty arise rather from want of happy co-operation, opportunity must be allowed to remove such helper to another district, where he may work better.

8. Betrothal and Marriage.

The weighty bearings of these questions on missionary work render special caution necessary on the part of all concerned. Married candidates will only be accepted and sent out after careful consideration of the suitability of both husband and wife.

Candidates if engaged are expected to candidly state this, and will only be accepted when the case of both parties has been considered. Owing to climatic difficulties, unmarried candidates of either sex, whether engaged or otherwise, will be expected to defer marriage until the completion of the second year from the date of the arrival of the one who last reached

the field. In case of departure from this rule they will be required to leave the Mission, and to make the refund required by Art. xiv., Section 5, unless consent to such earlier marriage has been previously obtained.

Accepted candidates and missionaries, not engaged, are earnestly recommended to be most thoughtful and careful before committing themselves to an engagement; as the Board only sends to the field such persons as in their judgment possess the requisite qualifications, they may feel compelled in the event of a decidedly unsuitable engagement or marriage, to advise retirement from the Mission, and in case of non-compliance, to exercise their power of dismissal.

CANDIDATES.

Candidates are expected to satisfy themselves as to the principles and practice of the Mission, and not to offer themselves unless they cordially approve of them and heartily desire to carry them out. They must count the cost and be prepared to live lives of privation, of toil, of loneliness, of danger, to be looked down upon by their own countrymen, and to be despised by the natives; to live in the interior, far from

the comforts and advantages of civilized society and protection. They will need to trust God, as able to meet their need in sickness as well as in health. But if faithful servants, they will find in Christ and in His word a fullness, a sweetness, a preciousness, a joy and strength, that will far outweigh all they have sacrificed for Him. The question of any remedies is left to the discretion of each missionary.

Applicants on the field will be examined by the Superintendent or Committee.

SOUNDNESS IN FAITH.

Candidates are expected to subscribe to the following declaration of principles:

"I believe in God the Father, Son and Holy Ghost, in the verbal inspiration of the Holy Scriptures as originally given, in the vicarious atonement of the Lord Jesus Christ, in the eternal salvation of all who believe in Him, and the everlasting punishment of all who reject Him."

If conscious that their views materially differ in any important point from those usually held by Evangelical Christians, they are expected candidly to state this. Should their

views on any of the above-mentioned points become changed at any time after acceptance, they must inform the Superintendent or Committee of the change; and, if already in the field, be prepared, if requested, to resign their connection with the Mission.

11. Agreements.

Accepted candidates are required, before leaving for the field, to sign an agreement stating that they cordially approve of the principles and practice of the Mission and heartily desire to carry out the same, with such further stipulations as may be deemed necessary in each particular case.

The usual form of agreement subscribed to by the missionaries is as follows:

"We, the undersigned missionaries of the Christian and Missionary Alliance, under appointment of the Board, through the solemn call of God and the acceptance of our brethren, and about to proceed to our respective fields, do hereby express our cordial and entire agreement with all the principles of the Christian and Missionary Alliance as expressed in their published constitution, by-laws and principles, our perfect harmony of spirit with the work and

the workers, our joyfulness at being permitted to endure hardship and self-denial, and to engage in loving service for our dear Lord and a lost world, our willingness to submit ourselves to the oversight and direction of the Superintendent or Committee in the field, and the authorities at home, our readiness to live lives of dependence upon the Lord, to receive with thankfulness and content what He is pleased to send us for our outfits, transportation and support, and to trust Him for all our needs whether they shall be supplied by the Board or otherwise.

We count it so great an honor and privilege to be permitted to preach the gospel among the heathen, that all consideration of personal convenience and comfort are insignificant in comparison.

We leave for our fields in a spirit of true-hearted loyalty to the Master and the work of the Christian and Missionary Alliance in every particular. We are satisfied with all that has been done for our personal comfort and are content to trust God for all the future. We solemnly purpose and promise, God helping us, to work in unity with the Board and all the mis-

sionaries, sacredly avoiding and discountenancing all criticism and evil speaking, mentioning our grievances, if we ever have any, only to the Superintendent or Committee on the field or the authorities at home, and when we can no longer work in such accord, we shall feel it in our honorable course to ask to be released from the work, and serve the Master in some other connection. We go to our field with one supreme purpose—to glorify Christ, to win souls, to hasten His coming and to trust the Master, and our friends through Him, for all our personal needs.

We agree to pray daily for the work and all the workers personally, and we covenant to unite in praying for the speedy evangelization of the world."

ATTENDANCE AT THE TRAINING INSTITUTE.

Outgoing missionaries, except in unusual cases, are required to spend a reasonable time in the Training Institute for the purpose of coming into closer touch with the Alliance work.

GIFTS TO MISSIONARIES.

Missionaries on the field are allowed to re-

ceive sums of money from private individuals not exceeding one hundred dollars without reporting the same to the Board, but all amounts exceeding that sum shall be reported to the Board.

MISSIONARIES AT HOME, ETC.

Missionaries at home are requested to report all monies received for the work and return the same to the Treasurer of the Society, with the conditions of the contributors for the respective fields. Also that all contributors be requested to send all their contributions, as far as possible, directly through the Board, with the conditions, purpose and field for which they desire them to be appropriated, so that appropriations may be accordingly made by the Board.

COUNSELS TO OUTGOING MISSIONARIES.

The following eireular has been prepared by our Superintendent in India, and the counsels and suggestions embodied in it have been approved by the Board and are commended to all our outgoing missionaries as lessons of experience and words of wisdom whose value will be more fully appreciated as they come face to face with the real facts and conditions of their future work:—

It is impossible for any one who has not actually been in the foreign field to realize the complete change which it brings in every eireumstanee of his life, and one of the first qualifieations for effective service is to fully recognize how little we know, and be willing to receive the lessons which long experience has taught others in the work.

1. The Voyage.—A sea voyage has many temptations which you have never dreamed of. More than one missionary has landed on the field having lost spiritually by the way. Shall you? In the new seenes and sights by the way avoid getting too absorbed. In differences of judgment in your party, be the first to yield, the

first to choose the most inconvenient berth or the least attractive seat at the table. Do not give away to the general spirit of fault-finding. Let not the spirit of worldliness about you make you compromise in any way. In everything commend the Gospel of Christ to all on shipboard. For the time being consider the ship your missionary field. Like Paul, determine that you will reach the field in the fullness of the Gospel of Christ.

2. The Language.—On landing on the field, the study of the language will be your first great work. You are so eager to get to work at once that to spend the greater portion of two years in study may seem to you a great trial and a waste of time. But you will find it a blessing in disguise. The people are so strange, with habits of thought, customs and prejudices so different from ours, that this waiting time gives us an opportunity to learn how to work among them. If you are dependent on work to keep up your spiritual life, and cannot keep bright unless busy with work, then this is a precious time to get weaned from that dependence and to learn to draw from God all you need.

If you are well and able to do it, you will be

expected to work at the language at least several hours a day. Do not get feverish over study, but each day restfully depend on God for power to meet the day's work. Out of study hours there will be many precious opportunities for testimony or helpfulness to others, which you will find if you are watchful. In your eager desire to see your teacher saved, it may not be best to spend your study hours with him in exhorting him, but to spend it in work. You will have opportunities for personal work with him, and he will respect you more if you come well prepared with your lesson and do your work. You will be thoughtful of others in the Home by not taking their study hours to talk, or interrupting them in their rooms. You will be considerate in singing or in any way disturbing the Home during study hours when others need quiet. This self-denial for others may come to be a precious discipline to you.

There is a saying among missionaries that if one does not acquire the language in the first two years he never gets it. And there is much truth in it. It is your best time. We endeavor, so far as in us lies, to give you that time untrammeled. It all depends upon yourself. You

will be tempted to want some work, to have something to report in your letters home; besides, your friends demand great things at once. But if you will faithfully, so far as in you lies, patiently get as thorough a knowledge of the vernacular as possible, you will find you have pursued the wisest course. Otherwise, when you get into work and find you have only a superficial knowledge of the language, it will be your hindrance and grief. The stepping-stone to study is a child-like spirit, a willingness to be corrected by any one, even if it be by one with a less knowledge of the language than ourselves; use every word you learn and mingle much among the people. No amount of hard study sitting in your room will make up for this. Above all, make your call your plea with God that He will equip you and quicken ear, brain and memory.

3. The Work.—Are you consecrated to be a missionary or to Jesus? It makes all the difference in the world which it is. If to be a missionary, then that and the work will ever be before your eye. You will not be willing to do this or that humble service, for you did not come to the field to do that, but to work for

Jesus. But if you are consecrated to Jesus you will be ready to do His will in the least, the humblest work. You will be as ready to nurse a sick worker as to go to a village, as willing to serve tables as to preach the Gospel. We are told that the motto of a certain society is the picture of an ox standing between a plough and altar, with the words underneath, "Ready for either." You may often be asked to take a place or do a work that does not look like missionary work, but it may set a dozen laborers free or increase their efficiency. Are you "ready for either?" Perhaps your Superintendent does not know your past record in America, how useful or valued you have been, and he puts some one less qualified in a place where you would have fitted better. Are you willing to work on faithfully undisturbed, knowing God will bring to light your fitness in due time? Self is the soil where jealousy and envy thrive and which works such havoc on the field. May you be so yielded up to Jesus to do His will in any place or position, that He may be able to do the work through you for what He called you, no matter how hidden it may be, that in all things He might have the pre-eminence and not you!

4. Engagements and Marriage on the Field.—We recommend the young people in our mission to act slowly and prayerfully in the matter of engagements; and that no engagement should be made until it is pretty clear that both parties are going to combat successfully with the climate or the language. Whereas in the case of the failure of either party to endure the climate or succeed in acquiring the language sufficiently for work, it might necessitate the withdrawal of both parties from the field.

In view of the social conditions on foreign fields our young missionaries are entreated to be as careful in their association as possible and reminded that the same freedom of society that may be maintained in the homeland cannot be held on the field. If done so, it may seriously injure reputation and be a bar to successful work. Young people who cannot set themselves and their own preferences aside for the good of the whole work, would better remain in this country. Young men are not expected to visit single ladies in their stations without permission.

5. Treatment of the Natives.—Much of your success as a missionary depends on your

learning this secret. The temptation to foreigners has been to become haughty and overbearing in their manner to the natives; to despise them as an inferior race, and to become irritable and hard in their dealings with them. When a missionary catches this spirit he would better pack up and go home, for he can do no good. The missionary who is so sharp as to never be imposed on, is apt to be hard, and a hard missionary is never a success. We preach Christ long before we can talk the language. Our servants, shopkeepers or tradesmen will give abundant opportunity for Christ to manifest patience, sweetness, forbearance and love, if we only recognize the opportunity, and they will spread our character as a witness of this blessed Gospel long before we can speak a word. We must learn to treat them as brethren with that love "that never faileth," "forbearing threatening" (Eph. vi. 9), and giving "that which is just and equal" (Col. iv. 1). A failure to adapt yourself to the natives would be serious cause to prove your unfitness for the work.

We earnestly desire that in differences of opinion about treating the natives that for the first year you be teachable and be willing to set

aside your judgment to the experience of others until you have had time to confirm your own judgment.

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